

FORMS OF BENEFIT PAYMENT

Payments will be made to you for life when you retire. There is a standard payments method, a single life payment method, and four joint and survivor payment options.

STANDARD PAYMENT METHODS

The standard form of benefit under the *Plan* is a monthly payment to you for your lifetime. If you die before receiving 120 payments (10 years), your beneficiary or estate will receive the remainder of the 120 payments. For example, if you die after receiving payments for 48 months, your beneficiary will receive the remaining 72 payments (120 minus 48). This form of payment, called “life and 10-year certain.” is also an optional form of payment for married employees.

If you are married at the time your benefit payments begin, the minimum joint and survivor payment that can be taken is the 50% survivor form of payment (described below) with your spouse as beneficiary.

Spousal Consent: Married participants may elect to receive benefit payments in a form other than the joint and 50% survivor payment method. **However the participant’s spouse must agree in writing to that form of payment and the agreement must be notarized or witnessed by a Plan representative.** The *Retirement Plan* has forms for this alternate designation, which will be effective when it is received by the *Plan*.

OPTIONAL PAYMENT METHODS

Subject to the spousal consent rules described above, the *Retirement Plan* has additional ways in which your monthly benefit can be paid. You must elect the optional form of payment in writing at least 60 days before you want payments to begin. You may change the option you have elected, but this change must also be made at least 60 days before the first payment is first due.

Joint and Survivor: The optional joint and survivor benefit pays an adjusted benefit to you for your lifetime. After your death, either 100% or 50% (whichever you initially elected) of your adjusted benefit will continue to your spouse or other designated beneficiary for his or her lifetime. Upon the death of your spouse or benefi-

lary, payments will stop. If your designated beneficiary dies before you, payments will stop when you die.

Joint and Survivor “Pop-Up”: The optional joint and survivor “Pop-Up” benefit described above with an additional provision that should your spouse predecease you, your benefit will increase to the higher “Single Life” benefit amount.

Only one person may be named as beneficiary for any joint and survivor benefit.

Single Life Benefit: You may elect to receive an increased monthly benefit for your lifetime only. The monthly payments stop when you die. There are no monthly survivor benefits (see “minimum Payment” below).

EFFECT ON BENEFIT AMOUNT WITH OPTIONAL PAYMENT (Assumes standard payment = \$1,000 per month and Retiree and Beneficiary are both age 62)

	Joint & Survivor Without “Pop-Up”		Joint & Survivor With “Pop-Up”		Retiree’s Life Only
	100%	50%	100%	50%	
Retiree	\$916	\$969	\$905	\$965	\$1029
After Retiree Dies	\$916	\$485	\$905	\$483	None
Beneficiary Dies Before Retiree	\$916	\$969	\$1029	\$1029	N/A

Minimum Payment: In all cases the minimum amount of benefits payable to you and/or your beneficiary (or your estate if your beneficiary dies before you) is the total of your accumulated contributions and interest, as of your date of retirement.

BENEFICIARY DESIGNATION

You may name anyone you wish as your beneficiary for any benefits that may be payable if you die. However, if you are married and wish to name someone other than your spouse as your beneficiary, the spousal consent rules described above must be followed. You may change your beneficiary designation at any time, subject to the spousal consent rules, by filing a new beneficiary designation form. Beneficiary designations-initial and revised-will be effective when they are filed with the *Retirement Plan*.

When you begin to participate in the plan, you will designate a beneficiary for refund of your accumulated contributions if you die before retirement age. This designation may be changed at any time.

When you retire and select the form of retirement benefit payments you want, you will designate a beneficiary for any survivor benefits. (See *Spousal Consent*.)

After benefit payments have begun under any of the joint and survivor forms of payment, you may not change the beneficiary. You may change your beneficiary after payments have begun under the standard form of payment (life and 10-year certain) and under the single life form of payment.

NOTE: If you are married and name anyone other than your spouse as beneficiary, your spouse must approve such designation in writing, and have it witnessed by a *Plan* representative or notary public, on a form provided by the *Retirement Plan*. The alternate designation will not be effective until it is received by the *Retirement Plan*.

OBTAINING YOUR BENEFITS

When you decide to retire, you should notify the *Plan Administrator* at least 60 days in advance of the date you want payments to begin. You will decide on the type of retirement benefit you want to receive and when you want payments to begin. Also, you will name a beneficiary for any survivor benefits that may be applicable (see above).

If you terminate your employment with your employer prior to being eligible for early retirement, you will need to discuss your status as a vested member and/or distribution of your accumulated contributions with the *Retirement Plan Office*.